

**UNIVERSITY of MASSACHUSETTS
ACADEMIC MATTERS COUNCIL**

AGENDA: for Wednesday, February 28, 2024

ATTENDANCE: Allison Butler, Trish Amaral, Morgan Donovan-Hall, Sarah Fitzgerald, Brian Alexander, Marc Liberatore, Farshid Hajir, Kate Woodmansee, Laura Francis, Ana Muriel, Ray Renard, Pranav Joshi, Emmanuelle Sussman, Elizabeth Connor, Dominick Usher, Carolyn Bassett, Juliette Tao, Tony Paik, Andrea Malaguti, Kate Green, Erin Knyt, Holly Lawrence, Lucas Hall

APPROVE MINUTES: of February 14, 2024; approved, all in favor

ANNOUNCEMENTS:

Farshid: Searches for various UMass central admin searches, they are all happening within the next two-three weeks, please participate, give feedback

Farshid on Flex2.0: Chancellor's direction for Flex: Creating more online degree programs, online asynchronous online courses available to students on campus; benefits to students: Freedom in the schedule (for in-person time conflicts, for example); move towards unified tuition bill for in-person/online courses; online degree programs bring more revenue to campus. Some faculty members who have set up infrastructure for simulcast teaching have set up a good model; encourage faculty members who are interested to explore and use classrooms/tech that is available. Strategic direction: More high-quality online classes in regular university session with no extra charge. No policy thus far, all conceptual.

NEW BUSINESS:

OLD BUSINESS: Feedback on CIP Code Change Process (attachment sent via email)

Farshid: Every major/degree program designed with a CIP code; to be designated with a STEM CIP code is advantageous because of time allowed for international students to stay in country longer beyond degree

SUBCOMMITTEE REPORTS:

PROGRAMS: (Sharon Domier)

1. 8628 - Revise a Concentration: Psychological and Brain Sciences
2. 10647 - Revise a Concentration: Art
3. 10436 - Revise a Degree Program: Judaic and Near Eastern Studies Judaic Studies(BA)

All approved

COURSES: (Laura Francis) -

1. GERMAN 153 German Literatures in/of Migration (10905) 4 cr
2. JAPANESE 147 Manga Anime (9668) 4 cr
3. LEGAL 394MI Authoritarian Law (11265) 3 cr

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4. MANAGMNT 360 - Labor and Employment Law for Human Resources (11077) 3 cr
5. POLISCI 394GI Global Justice (11181) 3 cr

Pulled following two courses; will address in future meeting
MANAGMNT 334 - Strategic Compensation (11075) 3 cr
MANAGMNT 335 - Workforce Planning, Recruiting and Selection (11076) 3 cr
SPANISH 394N Integrative Experience for Spanish Majors (11099) 3 cr

POLICY: (Allison Butler)

1. Quick update on the status of Integrity & Syllabus requirements

CALENDAR: (Patrick Sullivan) -

MILITARY STUDIES:

Officer Jeremy Gomez, applied for position of instructor in Air Force unit; Lucas Hall and Farshid reviewed, he does have the requirements

Farshid: a subcommittee committee of 5 (Lucas Hall, Brian Alexander, Farshid Hajir, Allison Butler, Trisha Amaral)

OTHER BUSINESS:

Next Meeting: Wednesday, March 13, 2024; 12:15pm; Campus Center

PROGRAMS

8628 - Revise a Concentration: Psychological and Brain Sciences

We would like to make the following 3 changes to the BS Neuroscience track requirements:

- 1) Allow PSYCH 314 to count as a Core requirement (alongside PSYCH 315, PSYCH 320, and PSYCH 335)
- 2) Require a C- or higher in PSYCH 100 as a pre-req for PSYCH 240 (in SPIRE this is listed as a C or higher)
- 3) Require a C- or higher in PSYCH 240 as a pre-req for PSYCH 241 (in SPIRE this is listed as a C or higher)

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4) Add 2 possible courses to satisfy the math requirement (CS110 and INFO190S)

We are revising an existing concentration, not creating a new concentration.

The rationale for the changes is as follows:

1) Students currently have to take two of the following:

Psych 315: Cognitive Psychology

Psych 320: Learning and Thinking

Psych 335: Behavioral Neuroendocrinology

These courses covers topics cognitive topics like learning, memory, language, decision-making, etc. We currently teach both PSYCH 315, Cognitive Psychology, and PSYCH 314, Brain, Mind, and Behavior. As the field of Neuroscience has progressed, the material in PSYCH 315 and PSYCH 314 Brain, Mind, and Behavior have converged to a large extent. Indeed, we have submitted a proposal to rename PSYCH 314 Cognitive Neuroscience (but that change hasn't been made in SPIRE yet, so I left the old name). Given the large overlap in material, PSYCH 314 is very appropriate to add to this group. [An upcoming larger change to the Psych curriculum will remove Psych 315 as an offering. For now, however, we need to keep both 315 and 314.]

2 & 3) The current C minimum grade or better was in recognition of the minimum 2.0 GPA requirement for the university and the major. The switch to the C- is to be in line with the University policy for course equivalents at a C-, e.g., <https://www.umass.edu/registrar/students/transfer-information/transferin-g-credit>. The change will therefore ensure that the same requirements are applied to transfer and non-transfer students for entry into these courses. Indeed, for this reason, we are currently allowing students to register for PSYCH 240 and 241 with a C- in PSYCH 100 or 240, so this change is consistent with that practice.

We requested very similar changes to the Psych BA (8446) and BS (8447).

10647 - Revise a Concentration: Art

Currently, BFA painting majors must take seven discipline requirements in the Drawing and Painting area. Two advanced painting courses (currently listed as ART 320 and ART 420) are typically under-enrolled and taught together which is why we are requesting to eliminate ART 320. This will leave students with six discipline requirements, which will not affect the overall degree requirements, as Intermedia concentration also requires six.

This proposal will not change much in terms of how painting courses are currently taught. We are merely requesting to eliminate the repeat course that provides different experiences only when taught by different instructors. Students will still

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take an advanced level painting course to further their painting portfolio prior to doing a BFA thesis project.

10436 - Revise a Degree Program: Judaic and Near Eastern Studies Judaic Studies(BA)

We are revising the language requirement for the BA in Judaic Studies. This is the only aspect of the program that we are revising. There are five requirements for the BA in Judaic Studies:

- 1) JUDAIC 101 (The Jewish Experience I: Ancient to Medieval) and 102 (The Jewish Experience II: Medieval to Modern)
- 2) Six 3-or-4 credit upper-division Judaic Studies courses (at or above the 200 level).
- 3) Two years of Hebrew or another approved language. Hebrew is usually fulfilled by Elementary and Intermediate Modern Hebrew (110, 120, 230, & 240).
- 4) Junior Year Writing requirement. Approved Junior Year Writing courses will count toward upper-level requirement
- 5) Integrative Experience Seminar. Approved Integrative Experience courses will count toward upper-level requirement.

Our proposed changes affect item number 3 alone. Since we are not proposing any changes to the other requirements, I will not discuss these other requirements or list course offerings connected with them in this proposal.

As noted above, the department currently requires "Two years of Hebrew or another approved language. Hebrew is usually fulfilled by Elementary and Intermediate Modern Hebrew (110, 120, 230, & 240)." In addition to the courses listed in this description, students may take Yiddish 101, 102, 190E, & 190G to fulfill this requirement. Students who complete equivalent courses in different Judaic languages (such as Ladino) at another institution can petition to have these credits accepted for this requirement.

Please describe the requirements that you are proposing, listing course requirements, elective options, as well as any additional requirements, and continuation or admissions policies.

We propose that students now be given two options for fulfilling the language requirement. Option 1 is two years of modern Hebrew or another Judaic language in which both the introductory and intermediate levels are completed. Option two is a combination of two different Judaic languages at introductory level. All courses listed in the question above would still be accepted. In addition, a student could take Hebrew 110 and 120 in combination with Yiddish 101, 102 or Hebrew 111 and 121 (Biblical Hebrew) to fulfill the requirement. Additionally, equivalent courses in a different language (again, Ladino) taken at an institution can fulfill the requirement either in the introductory-intermediate sequence, or in a introductory-level combination of two different languages.

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Our students have different goals and interests. While some are looking for basic proficiency in a single language, others are looking for exposure to a variety of Jewish experiences and cultural expressions, including through language. For many, college will be the only place they will have access to these kinds of language-learning opportunities. We wish to extend to them the flexibility to pursue their own interests and make the most of these opportunities.

COURSES

GERMAN 153 German Literatures in/of Migration (10905) 4 cr (Barry: lead reviewer)

New Course Proposal; Proposed and Taught by Ela Gezen

Applying for AL/DG Gen Ed Designation

Target Audience: Majors, Non-Majors, Related Majors, Lower-Division Students

Justification: We do not offer any 100-level GenEd courses, and we do not offer any introductory course on German literature in translation.

Course Description: In this course we will engage with a variety of literary texts that address migration in the German context from the postwar period to the present. Over the course of the semester you will learn about different migrations and their impact on the German literary landscape by engaging with a wide variety of genres including essays, poems, graphic narratives, and short stories. Conducted in English. 4 credits.

Pre-reqs: No

Pre-req for: None

Degree Requirements changed: None

JAPANESE 147 Manga Anime (9668) 4 cr (Sharon: lead reviewer)

New Course Proposal; Proposed by Bruce Baird and Taught by Bruce Baird, Professor, and yearly TAs determined by enrollment who take attendance, record grades for daily assignments, and grade papers for grammar, punctuation, and readability, allowing the professor to concentrate paper feedback on the argument of essays.

Applying for AL/DG Gen Ed Designation

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Target Audience: Majors, Non-Majors, Related Majors, Lower-Division Students, Upper-Division Students

Justification: The department has a ladder of courses including Classical, Medieval, Pre-modern, Modern, and Contemporary Literature. All of these courses mainly concern traditional book-form literature (although the Premodern literature class considers some xylographic (wood block print) verbal-visual literature. This course compliments that sequence by adding contemporary verbal visual works (and their animated versions).

Course Description: Japan has become a phenomenally successful exporter of pop culture. One face of this is Manga (graphic novels) and Anime (Japanese animations). This course will give students tools to understand Manga and Anime. We will investigate the role Manga and Anime play in Japan; we will track how the different industries shape narratives in different ways; we will examine ways that Manga and Anime flow from one place to another. The course is conducted entirely in English. It satisfies the requirements for the Gen-Ed Arts and Literatures designation and also the Global Diversity designation. 4 credits.

Pre-reqs: No

Pre-req for: None

Degree Requirements changed: no

LEGAL 394MI Authoritarian Law (11265) 3 cr (Dominick: lead reviewer)

New Course Proposal; Proposed and taught by Lauren McCarthy, Associate Professor of Political Science and Legal Studies

Applying for IE Gen Ed status

Target Audience: Majors, Upper-Division Students

Justification: Authoritarianism is one of world's most pressing problems. The law and legal system are an important tool of authoritarian power and of potential resistance to authoritarianism. Our students are very interested in this area of legal studies. In addition to fulfilling the IE requirement, it will fulfill our major's global education requirement.

Course Description: Authoritarianism is on the rise throughout the world. According to some estimates, as of 2022 about 72% of the world's population lived under some form of authoritarianism, up from 46% in 2012. Countries that were once democracies are backsliding into authoritarianism and those that were somewhere in between have become more closed and repressive. One of the most important tools in the toolkit of authoritarian regimes is the law. Would-be authoritarians use it to consolidate their power and eliminate enemies. But law also

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offers the possibility of resistance in these closed contexts. This course explores the logic and lived reality of law in authoritarian countries by focusing on a variety of themes, actors and experiences across multiple country contexts. In this course, students will engage with the topic of authoritarian law to reflect on their experiences and previous learning, take different perspectives, work collaboratively, and think critically about this pressing problem. This course satisfies the Integrative Experience requirement for BA-Legal majors.

Pre-reqs: Legal 250 (Intro to Legal Studies)

Pre-req for: None

Degree Requirements changed: None

MANAGMNT 334 - Strategic Compensation (11075) 3 cr (Kate: lead reviewer)

Major Course Revision; Proposed by Jennifer Merton and Taught by Errol Alexander or other OB/HR Management Faculty

The proposer would like to change the course number from 334 to 534.

Target Audience: Majors, Related Majors, Upper-Division Students

Justification: We want to allow this course, offered in-person and online, to be part of our standard, upper-level undergraduate curriculum for our Human Resources concentration. We also want to make this course available to our MBA and masters' level students who are interested in Human Resources. The course number change will emphasize the upper-level nature of this class, while also allowing graduate students to take the class.

Course Description: This course explores the objectives, procedures, and problems involved in the establishment and administration of employee and executive compensation plans. The focus is on how managers can use compensation strategy to attract, retain, and motivate valued employees, while controlling labor costs.

Pre-reqs: MGMT 314 or equivalent course content.

Pre-req for: nothing

Degree Requirements changed: none

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MANAGMNT 335 - Workforce Planning, Recruiting and Selection (11076) 3 cr (Kate: lead reviewer)

Major Course Revision; Proposed by Jennifer Merton and Taught by Errol Alexander or other OB/HR Management Faculty

The proposer would like to change the course number from 335 to 535.

Target Audience: Majors, Related Majors, Upper-Division Students

Justification: We want to allow this course, offered in-person and online, to be part of our standard, upper-level undergraduate curriculum for our Human Resources concentration. We also want to make this course available to our MBA and masters' level students who are interested in Human Resources. The course number change will emphasize the upper-level nature of this class, while also allowing graduate students to take the class.

Course Description: Workforce planning includes strategic assessment of internal and external labor markets, the legal context, and the future labor needs of the organization. Effective recruiting requires identification of labor sources, targeting talent, and training recruiters. Employee selection topics include measurement, assessment, and hiring of candidates. Post-hire issues including socialization, retention, and separation are also covered.

Pre-reqs: MGMT 314 or equivalent course content.

Pre-req for: nothing

Degree Requirements changed: none

MANAGMNT 360 - Labor and Employment Law for Human Resources (11077) 3 cr (Laura: lead reviewer)

Major Course Revision; Proposed by Jennifer Merton and Taught by John (Jay) Talbot or other Law Leturers in the Management Department.

The proposer would like to change the course number from 360 to 536.

Target Audience: Majors, Related Majors, Upper-Division Students

Justification: This class is one of the electives for the Management Department's Human Resource Management Concentration. It is an essential class to allow our department's Human Resource Management Concentration to continue as a Recognized SHRM Aligned Program. It is also very helpful subject matter area for Management Majors and other students in Isenberg. We want to allow this course, offered in-person and online, to be part of our standard, upper-level undergraduate curriculum for our Human Resources concentration. We also want to make this

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course available to our MBA and masters' level students who are interested in Human Resources. The course number change will emphasize the upper-level nature of this class, while also allowing graduate students to take the class.

Course Description: This course is designed to introduce students to the policy considerations that underlie labor and employment law. Students will also develop an understanding of how these policies and laws apply to human resource management. This class will introduce students to the major federal and state statutes, case law, and administrative rules that are essential for effective human resource management. Topics will include: employment contract issues, anti-discrimination law and unlawful harassment (including the Americans with Disabilities Act, the Age Discrimination in Employment Act, Title VII and Massachusetts Chapter 151B), labor law statutes (including the Fair Labor Standards Act and the National Labor Relations Act), wage and hour regulations, benefits law (including the Family and Medical Leave Act and ERISA), unionization rules, and privacy issues (including the Health Insurance Portability and Accountability Act of 1996), among others. Ethical decision-making in the business context and the interplay between law and ethics will be a central focus. The role of sustainable business practices and social responsibility in corporate decision-making will be incorporated into our discussions about law and the legal environment of business. In addition to familiarizing students with the relevant law governing human resource management, the course will also allow students to strengthen their research and writing skills and engage in critical analysis. Application of the material to current human resource issues will be a core component of the course.

Pre-reqs: Introduction to Law (SCH-MGMT 260) or equivalent course content.

Pre-req for: nothing

Degree Requirements changed: none

POLISCI 394GI Global Justice (11181) 3 cr (Barry: Lead Reviewer)

New Course Proposal; Proposed and taught by Andrew March (Professor)

Applying for IE Gen Ed Designation

Target Audience: Majors & Upper-Division Students

Justification: There is no course on offer at present on global justice.

Course Description: This course examines the major philosophical questions pertaining to the problem of global justice. This includes an introduction to major contemporary theories of justice and human flourishing. It then situates the

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problem of global justice in a historical and power-political context. The major philosophical questions of global justice it treats are cosmopolitanism vs nationalism, global poverty and inequality, climate justice, intergenerational justice, migration and borders, democracy, human rights, feminism, and historical injustice.

Pre-reqs: There are no formal pre-requisites for this class. However, students are strongly encouraged to take this class after taking other classes in political theory, particularly 171 (Intro to Political Theory) or 273 (Power).

Pre-req for: None

Degree Requirements changed: None

**SPANISH 394N Integrative Experience for Spanish Majors (11099) 3 cr
(Dominick: Lead Reviewer)**

IE Specific Option Proposal; Proposed by Patricia Gubitosi, Assistant Dean of Advising

Undergraduate Program Director, Spanish and Portuguese Studies Professor. To be taught by Professor Jorge Gimeno Robles, full-time Lecturer in Spanish and Portuguese Studies.

Target Audience: Majors & Upper-Division Students

Justification: We propose to revisit/restructure our IE in light of IE values/principles, curriculum effectiveness, and student expectations. We need a new IE that allows students to reflect on the three criteria of the IE in only one course.

Course Description: SPANISH 394N is an upper-division Integrative Experience course that should help students reflect upon the way in which their education as Spanish majors relates to their life experiences and aspirations. It will also give them an opportunity to reflect upon the way in which their overall education prepares them for life and career after the university. Throughout the semester we will explore their personal and education experiences and examine opportunities in study abroad, service learning and internships, considering how these programs in with their other studies, and the way these prepare them to move on into the professional world. Students are expected to approach the readings and class discussions from a critical, yet self-reflexive perspective. By the time they finish this course, they should be able to think critically about their education, choices during it, and plans after graduation. Students will write two blog posts reflecting upon their major, their general education, their service, and/or study abroad, and the way this has prepared them to move on into the professional world. Students will also make a public presentation reflecting upon their experiences as Spanish majors, and write, as a group, a document recommending classes and other activities to future cohort of Spanish majors.

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Pre-reqs: Students must have satisfied the Advanced Language Preparation part of the major.

Pre-req for: None

Degree Requirements changed: This course will be an additional course that will satisfy the IE requisite.